

Evangelical Lutheran Church in Malaysia



ELCM 5 Year Plan

Diocesan Objective: Strengthening and Expanding ELCM (2010 -2014)

4

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Bishop

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Foreword

This ELCM 5 Year Plan (2010-2014) is based on my observation and assessment during my visitations to the various congregations in the last 8 months. The outcome of these visitations coupled with a range of duties ingrained in the office of the Bishop has given me the insight to produce this ELCM 5 Year Plan (2010-2014). I have considered some practical areas of our ministerial tasks, mission strategies, administrative responsibilities, and leadership roles to explore in order to further strengthen and expand the ELCM over the next 5 years. I have assumed the Office of the Bishop with a twofold objective based on the ELCM Vision and Mission statements: (i) to strengthen the ELCM, which has 5 directives with targets to achieve and (ii) to expand the ELCM, which includes another 5 directives with targets to be achieved. By having this twofold objective as the nucleus of my planning for the next 5 years, I have outlined this ELCM 5 Year Plan (2010-2014) for your perusal and implementation at the Diocesan, District and Congregation levels.

The ELCM 5 Year Plan (2010-2014) is divided into 4 parts. A budget (2010-2014) is presented for the Assembly's deliberation and approval:

1. Targets to Achieve 2010-2014 (congregation level)
2. Twofold Diocesan Objective in Detail: Plan of Action
3. An Overview: Proposed Programmes (Diocesan, District and Congregation)
4. ELCM Programme for the Years 2010 to 2014 (in detail)

It is my earnest prayer that we are able to pursue with this ELCM 5 Year Plan for the growth of our church over the next 5 years. May the Lord continue to guide us as we seriously undertake to launch this Diocesan ELCM 5 Year Plan in our congregations and districts.

Rt. Rev. Dr. Solomon Rajah

Bishop

Evangelical Lutheran Church in Malaysia

Twofold Diocesan Objective

2009 – 2020

STRENGTHENING THE ELCM

- Nurturing spiritual growth
- Implementing self reliant projects
- Leadership training for clergy and laity
- Strengthening bilateral church relations
- Capacity building

EXPANDING THE ELCM

- Introducing membership drive
- Developing new areas of ministry
- Streamlining and co-coordinating all auxiliary activities and existing programmes
- Increasing Diakonia ministries
- Improving revenue sources

Part 1

Twofold Diocesan Objective

For the Congregation

Targets to Achieve: 2010 – 2014

STRENGTHENING THE ELCM

- Nurturing spiritual growth
 - Target: *Every Congregation is to have regular Bible study and regular cell group Meetings etc.*
- Implementing self reliant projects
 - Target: *Every Congregation is to raise its own funds and support its own operating cost for mission and ministry*
- Leadership training for clergy and laity
 - Target: *Every Congregation is to train at least 8 new leaders for auxiliary ministries and leadership tasks*
- Strengthening bilateral church relations
 - Target: *Every Congregation is to foster a cordial relationship and fellowship with neighbouring churches*
- Capacity building
 - Target: *Every Congregation is to raise at least two potential members for fulltime ministry either for Pastor's training or for Deaconess training*

EXPANDING THE ELCM

- Introducing membership drive
 - Target: *Every Congregation should attempt to increase its membership by double fold by implementing membership drive programmes - a growth of 30 members per year*
- Developing new areas of ministry
 - Target: *Every Congregation is to plant a new outreach centre*
- Streamlining and coordinating all auxiliary activities and existing programmes
 - Target: *Every Congregation is to have at least 5 auxiliary ministries (Women, Junior Work, Young Adults, Senior Citizen, Youth Fellowship etc)*
- Increasing Diakonia ministries
 - Target: *Every Congregation is to establish one social ministry either directly or indirectly*
- Improving revenue sources
 - Target: *Every Congregation is to become self-reliant by supporting its own worker's salary, assessment, quit rent, fire insurance and building maintenance*

Part 2

Twofold Diocesan Objective

Plan of Action in Detail

STRENGTHENING THE ELCM

- **Nurturing Spiritual Growth**
 - To have regular Bible study, prayer groups, renewal meetings, cell groups etc.
- **Implementing Self Reliant Projects**
 - To continue tapping sources of revenue by introducing self reliant projects and fund raising activities
- **Leadership Training for Clergy and Laity**
 - Enlisting experienced mission workers to train and equip members for leadership roles in their own congregations
 - Utilizing local leadership for ministry and mission
- **Bilateral Church Relations**
 - Facilitating Inter Church Fellowship
 - Sharing of resources and personnel
 - Encouraging Mission-Partnership
 - Joint Mission Conferences for awareness and commitments
 - Support CFM, CCM & STM
- **Capacity Building**
 - ❖ 3 fulltime Students for Seminary Training - recruitment once in every three years
 - ❖ 6 Voluntary Pastors - recruitment once in every five years
 - ❖ 6 – 7 Deaconesses - recruitment once in every two years
 - ❖ Continuation of Theological Education for Laity (Northern, Central & Southern Training Units)

EXPANDING THE ELCM

- **New membership**

- Motivating Membership expansion
 - ❖ 500 new members by 2014 – 100 persons per year - Diocesan level
- Membership expansion (30 persons per year) - Congregation level
 - ❖ 10 new members + 20 new members for auxiliary activities (per year)
 - ❖ 1 + 1 Membership Drive (Campaign begins in June 2009)
- **New Areas of Ministry**
 - Migrant Ministries (Nepalese, Vietnamese, Indonesian, Bangladeshis, Indian etc)
 - Beyond the Tamils (Telegu, Chinese etc)
 - Church Planting – to be identified by local congregations
 - ❖ Target: Urban area (2010) Rural (2011)
 - Urban –
 - Planting churches in satellite towns
 - Identifying communities for evangelism
 - Primary targets: Bangsar, Tampin, Melaka, Rawang, Semenyih, Shah Alam etc.
 - Rural –
 - Establish Outreach Centres
 - Identifying communities for evangelism and social ministry i.e. Orang Asli
 - Cell Groups
 - ❖ Minimum 2 cell groups each congregation
 - ❖ Targeting the cell group to become an outreach in 2 – 3 years
 - Motivation Group for evangelistic work and witnessing
 - Introducing the “adoption of outreach Centres” Programme for self reliant Congregations
- **Streamlining and Coordinating All Auxiliary Activities and Existing Programmes**
 - The Diocesan Council is to co-ordinate all auxiliary activities and existing programmes at the National level through a Departmental Secretary
 - The District Pastor with pastors within his district is to co-ordinate all auxiliary activities and existing programmes at the District level
 - The Local Council is to co-ordinate all auxiliary activities and existing programmes at the Congregation level
- **Increasing Diakonia Ministries**
 - Diakonia Work (Diocesan Level)
 - ❖ Women's Care Centre / Retirement Home in Petaling Jaya (2010 - 2013) - Diocesan level
 - ❖ Bethany Home 2 (Southern Unit) for Mentally Disabled in Port Dickson (2010 - 2013) - (Diocesan level)
 - Deaconess Training Programme (begins in August 2009) - Diocesan Level
 - Every congregation should have at least one Diakonia Ministry (social concern programme)
- **Improving Sources of Revenue**
 - Fundraising activities and projects
 - Rental of premises in consultation with the Diocesan Council

- Increasing tithes, offerings and church fund

Part 3

An Overview: Proposed Programmes

- **Diocesan level -**
 - Public Seminars
 - ❖ on Social Issues
 - ❖ on Theological Issues
 - ❖ on Religious Issues
 - ❖ on Political Issues
 - ❖ on Moral Issues
 - National Junior Work Camp
 - National Youth Camp
 - National Women’s Convention
 - National Mission Convention
 - National Sunday School Training Camp
 - National Leadership Training
 - National Prayer Convention
 - Diocesan Assembly
 - Membership Drive
 - Fund Raising Projects

- **District level -**
 - Blood Donation Drive
 - Medical Care Camp
 - Fund Raising Projects and Activities
 - Vacation Bible School
 - Evangelistic Meetings
 - Leadership Seminar for young leaders
 - Bible Quiz
 - Youth Camp
 - Junior Work Camp
 - Women’s Seminar in all districts
 - Annual Sports Day
 - Youth Leadership Training
 - Graduate Fellowship – Central District

- **Congregation level –**
 - Junior Work Leadership Camps
 - Evangelistic Meetings
 - Leadership Seminar for young leaders
 - Bible Quiz
 - Youth Leadership Training
 - Fund Raising Activities

Part 4

ELCM Programme for the Year 2010 in Detail

Date	Event	Venue
12 Jan.	ELCM Pastors’ Conference	Lutheran Hall

23 Jan.	Southern Dist. Sunday School & Junior Work Leaders Training.	Labis
29-31 Jan	Youth Leadership Training (North & South Dist.)	
13 Feb	Central Dist. Youth Gathering	Lutheran Hall
19-21 Feb	Diocesan Prayer Warrior Camp	
5-7 Mar	ELCM Second Line Leadership Training Camp	Lutheran PD Centre
6 Mar.	World Day Prayer (Women)	Zion Cathedral
12-14 Mar	Diocesan Women's Convention	
13 March	Central Dist. Sport's Day	Lutheran Hall
10 Apr	Central Dist. Youth Easter Celebration	Zion Hall
9-11 Apr	Diocesan Golden Circle Retreat	
1 May	Christian Battle of the Bands (DYC)	Kuala Lumpur
8 May	Children Bible Quiz (all district levels)	
28-30 May	Southern Dist. Youth Camp	Lutheran PD Centre
4-6 Jun	Northern Dist. Youth Camp	Taiping
7-10 Jun	National Junior Work Training Camp	Lutheran PD Centre
9-11 Jul	ELCM Graduate Fellowship Retreat	
16-18 Jul	Diocesan Mission Convention	Genting
14 Aug	Northern Dist. Family Carnival	Ipoh
15 Aug.	ELCM Sunday	In all local churches
27-29 Aug	Central Dist. Youth Camp	Lutheran PD Centre
29 Aug.	CCM Sunday	In all local churches
17-19 Sep	ELCM Diocesan Assembly	Taiping

15 -17 Oct	ELCM Church Workers' School	Cameron Highland
18-21 Nov	Diocesan Children Bible Camp	Lutheran PD. Centre
4 Dec	Central Dist. Candle Light Service	Lutheran Hall

ELCM Programme for the Year 2011 in Detail

Date	Diocesan	District	Congregation
Jan 2011	ELCM Pastors' Conference		
Jan 2011	National Sunday Sch. Leaders Training Camp		
Jan 2011	National Jr. Work Leaders Training Camp		
Jan 2011	National Youth	Central Dist. Youth Gathering	

	Leadership Training Camp		
Feb 2011	National Prayer Warrior Camp		
Mar 2011	ELCM Second Line Leadership Training Camp		
Mar 2011	World Day of Prayer	Jr. Work Camp	
Mar 2011	National Women's Convention		
Mar 2011		Annual Sport's Day	
Mar 2011		Senior Citizen's Fellowship	
Mar 2011			Fund Raising Event
Apr 2011		Youth Easter Celebration	
Apr 2011	Senior Citizen's Retreat		
Apr 2011		Men's Fellowship	
Apr 2011			
May 2011	Christian Battle of the Bands (DYC)		
May 2011		Children's Bible Quiz	
May 2011		Southern Dist. Youth Camp	
May 2011			
Jun 2011		Northern Dist. Youth Camp	
Jun 2011			Leadership Seminar for young Leaders
Jun 2011		Graduate Fellowship - Central	
Jun 2011	National Junior Work Training Camp		
Jul 2011	ELCM Graduate Fellowship Retreat	Second Line Leadership Training Camp	
Jul 2011	National Mission Convention		
Jul 2011		Blood Donation Drive	
Date	Diocesan	District	Congregation
Jul 2011			Congregation Bible Quiz
Aug 2011		Family Carnival	
Aug 2011	Public Seminar on Theological Issues		ELCM Sunday
Aug 2011		Fund Raising Event	
Aug 2011	National Youth Camp		CCM Sunday
Sept 2011		Women's Seminar	
Sept 2011	ELCM Diocesan Assembly		
Sept 2011			Youth Camp

Sept 2011			
Oct 2011	ELCM Church Workers' School		
Oct 2011		Medical Care Camp	Congregation Retreat
Oct 2011			
Oct 2011		Evangelistic Meeting	
Nov 2011	National Children Bible Camp		
Nov 2011	ELCM Fund Raising Event		
Nov 2011		VBS	
Nov 2011			
Dec 2011		Candle Light Service	
Dec 2011			
Dec 2011			Christmas Caroling
Dec 2011			

ELCM Programme for the Year 2012 in Detail

Date	Diocesan	District	Congregation
Jan 2012	ELCM Pastors' Conference		
Jan 2012	National Sunday Sch. Leaders Training Camp		
Jan 2012	National Jr. Work Leaders Training Camp		
Jan 2012	National Youth	Central Dist. Youth Gathering	

	Leadership Training Camp		
Feb 2012	National Prayer Warrior Camp		
Mar 2012	ELCM Second Line Leadership Training Camp		
Mar 2012	World Day of Prayer	Jr. Work Camp	
Mar 2012	National Women's Convention		
Mar 2012		Annual Sport's Day	
Mar 2012		Senior Citizen's Fellowship	
Mar 2012			Fund Raising Event
Apr 2012		Youth Easter Celebration	
Apr 2012	Senior Citizen's Retreat		
Apr 2012		Men's Fellowship	
Apr 2012			
May 2012	Christian Battle of the Bands (DYC)		
May 2012		Children's Bible Quiz	
May 2012		Southern Dist. Youth Camp	
May 2012			
Jun 2012		Northern Dist. Youth Camp	
Jun 2012			Leadership Seminar for young Leaders
Jun 2012		Graduate Fellowship - Central	
Jun 2012	National Junior Work Training Camp		
Jul 2012	ELCM Graduate Fellowship Retreat	Second Line Leadership Training Camp	
Jul 2012	National Mission Convention		
Jul 2012		Blood Donation Drive	
Date	Diocesan	District	Congregational
Jul 2012			Congregation Bible Quiz
Aug 2012		Family Carnival	
Aug 2012	Public Seminar Religious Issues		ELCM Sunday
Aug 2012		Fund Raising Event	
Aug 2012	National Youth Camp		CCM Sunday
Sept 2012		Women's Seminar	
Sept 2012	ELCM Diocesan Assembly		
Sept 2012			Youth Camp

Sept 2012			
Oct 2012	ELCM Church Workers' School		
Oct 2012		Medical Care Camp	Congregation Retreat
Oct 2012			
Oct 2012		Evangelistic Meeting	
Nov 2012	National Children Bible Camp		
Nov 2012	ELCM Fund Raising Event		
Nov 2012		VBS	
Nov 2012			
Dec 2012		Candle Light Service	
Dec 2012			
Dec 2012			Christmas Caroling
Dec 2012			

ELCM Programme for the Year 2013 in Detail

Date	Diocesan	District	Congregation
Jan 2013	ELCM Pastors' Conference		
Jan 2013	National Sunday Sch. Leaders Training Camp		
Jan 2013	National Jr. Work Leaders Training Camp		
Jan 2013	National Youth	Central Dist. Youth Gathering	

	Leadership Training Camp		
Feb 2013	National Prayer Warrior Camp		
Mar 2013	ELCM Second Line Leadership Training Camp		
Mar 2013	World Day of Prayer	Jr. Work Camp	
Mar 2013	National Women's Convention		
Mar 2013		Annual Sport's Day	
Mar 2013		Senior Citizen's Fellowship	
Mar 2013			Fund Raising Event
Apr 2013		Youth Easter Celebration	
Apr 2013	Senior Citizen's Retreat		
Apr 2013		Men's Fellowship	
Apr 2013			
May 2013	Christian Battle of the Bands (DYC)		
May 2013		Children's Bible Quiz	
May 2013		Southern Dist. Youth Camp	
May 2013			
Jun 2013		Northern Dist. Youth Camp	
Jun 2013			Leadership Seminar for young Leaders
Jun 2013		Graduate Fellowship - Central	
Jun 2013	National Junior Work Training Camp		
Jul 2013	ELCM Graduate Fellowship Retreat	Second Line Leadership Training Camp	
Jul 2013	National Mission Convention		
Jul 2013		Blood Donation Drive	
Date	Diocesan	District	Congregation
Jul 2013			Congregation Bible Quiz
Aug 2013		Family Carnival	
Aug 2013	Public Seminar on Political Issues		ELCM Sunday
Aug 2013		Fund Raising Event	
Aug 2013	National Youth Camp		CCM Sunday
Sept 2013		Women's Seminar	
Sept 2013	ELCM Diocesan Assembly		
Sept 2013			Youth Camp

Sept 2013			
Oct 2013	ELCM Church Workers' School		
Oct 2013		Medical Care Camp	Congregation Retreat
Oct 2013			
Oct 2013		Evangelistic Meeting	
Nov 2013	National Children Bible Camp		
Nov 2013	ELCM Fund Raising Event		
Nov 2013		VBS	
Nov 2013			
Dec 2013		Candle Light Service	
Dec 2013			
Dec 2013			Christmas Caroling
Dec 2013			

ELCM Programme for the Year 2014 in Detail

Date	Diocesan	District	Congregation
Jan 2014	ELCM Pastors' Conference		
Jan 2014	National Sunday Sch. Leaders Training Camp		
Jan 2014	National Jr. Work Leaders Training Camp		
Jan 2014	National Youth Leadership Training Camp	Central Dist. Youth Gathering	

Feb 2014	National Prayer Warrior Camp		
Mar 2014	ELCM Second Line Leadership Training Camp		
Mar 2014	World Day of Prayer	Jr. Work Camp	
Mar 2014	National Women's Convention		
Mar 2014		Annual Sport's Day	
Mar 2014		Senior Citizen's Fellowship	
Mar 2014			Fund Raising Event
Apr 2014		Youth Easter Celebration	
Apr 2014	Senior Citizen's Retreat		
Apr 2014		Men's Fellowship	
Apr 2014			
May 2014	Christian Battle of the Bands (DYC)		
May 2014		Children's Bible Quiz	
May 2014		Southern Dist. Youth Camp	
May 2014			
Jun 2014		Northern Dist. Youth Camp	
Jun 2014			Leadership Seminar for young Leaders
Jun 2014		Graduate Fellowship - Central	
Jun 2014	National Junior Work Training Camp		
Jul 2014	ELCM Graduate Fellowship Retreat	Second Line Leadership Training Camp	
Jul 2014	National Mission Convention		
Jul 2014		Blood Donation Drive	
Date	Diocesan	District	Congregational
Jul 2014			Congregation Bible Quiz
Aug 2014		Family Carnival	
Aug 2014	Public Seminar on Moral Issues		ELCM Sunday
Aug 2014		Fund Raising Event	
Aug 2014	National Youth Camp		CCM Sunday
Sept 2014		Women's Seminar	
Sept 2014	ELCM Diocesan Assembly		
Sept 2014			Youth Camp
Sept 2014			
Oct 2014	ELCM Church Workers'		

	School		
Oct 2014		Medical Care Camp	Congregation Retreat
Oct 2014			
Oct 2014		Evangelistic Meeting	
Nov 2014	National Children Bible Camp		
Nov 2014	ELCM Fund Raising Event		
Nov 2014		VBS	
Nov 2014			
Dec 2014		Candle Light Service	
Dec 2014			
Dec 2014			Christmas Caroling
Dec 2014			

Proposed Diocesan Budget

2010 – 2014

Publications	- RM7, 000
Seminar subsidies	- RM5, 000
Church Planting Subsidies	- RM10, 000
Camp Subsidies	- RM10, 000
Resource Materials	- RM8, 000
Resource Personnel	- RM5, 000

Leadership Training Subsidies	- RM5, 000
Total	- RM50,000

Note: To be approved by the Diocesan Assembly in September 2009